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THE RECORD.

The Bloomfield Record.

Devoted to the Interests of Bloomfield, Glen Ridge, Montclair, and the various Suburban Districts of Essex County.

VOL. XVII. NO. 31.

BLOOMFIELD, N. J. FRIDAY SEPTEMBER 17, 1897.

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Stomach;

Harsh, irritating laxatives tax the stomach, causing draught that rids the stomach and bowels of food accumulations. Aids digestion, clears the head and increases energy. Can't harm; can't help but help.

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At the lowest prices consistent with first-class workmanship.

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Near D. L. & W. R. Depot.

PARADESCHOOL VICTIMS

"THE DAYTON PLAN."

A Factory Where "Capital and Labor" Have "Bridged the Chasm" on Conservative Ground.

In Dayton, Ohio, there is a large factory devoted to the manufacture of a high-class specialty, where an effort to remove the antagonism between the employer and the employed, and to bring to a practical realization some plan of co-operation, has been entirely successful.

While a great many of the unusual departures from the regular line of factory business methods may be pronounced by the casual observer to be luxuries granted which are without any definite aim, yet it has been the experience of the company that the expense of all these privileges has been repaid them fourfold by the good will and good work on the part of the employees; and far from claiming the right to be called philanthropists they say that all they do for their employees is done from a purely business standpoint, and that it is far better to be able to depend upon the loyalty of your people than to gain profit at the price of causing them discomfort.

The factory buildings of the National Cash Register Company cover a floor space of five acres. They are situated in the pretty suburb of South Park of Dayton, Ohio. This region is one of the garden spots of the valley of the great Miami.

Surrounded on all sides by the neat little cottages of the workmen, the factory buildings stand in the center of an immense lawn of green grass and flower beds.

In the summer time from every window of the factory may be seen a pleasing and restful view. The exterior of the buildings is painted a colonial yellow. The walls and finishing of the interior are painted the same color. In selecting this color, the idea was to get the best light, and a color best adapted to the eye.

The apartments in the factory are commodious, well lighted, heated and ventilated. As much care is taken in the arrangement of the brass foundry, as of the office of the president of the company himself. The brass foundry, although one of the largest in the world, is entirely free from the excessive heat usually found in such places.

The company employs nearly 300 young women. These young women make indicators, locks and drills, bind books and pamphlets and work in the offices and in other factory departments. They come to work at 8 o'clock in the morning, exactly one hour later than the men. At 10 o'clock each morning they are allowed fifteen minutes of the company's time for recreation. Five minutes of this recess is spent in exercising under the direction of a teacher of calisthenics. At noon they all gather in a neatly appointed lunch room on the fourth floor of the Administration Building, where they are served, free of charge, with a tastefully cooked lunch, consisting of soup, vegetables and other nutritious food. After lunch the young women separate and amuse themselves as they please. They are allowed one hour at noon, and a great many of them spend a portion of this time in the N. C. R. house, which is opposite the main entrance to the factory, and where two large rooms and a piano are at the disposal of the young women. They go to work again at 1 P. M. and at 3 o'clock they are allowed another fifteen minute intermission, which is occupied in the same way as in the morning. In the evening they go home fifteen minutes earlier than the men, thus avoiding the inconveniences of crowded street cars. While the young women employed in the factory work but a little less than eight hours a day they receive pay for ten hours' work.

In a cozy corner of the fourth floor of the Administration Building is fitted up a small apartment partitioned off from the remainder of the floor. The interior is furnished with cots, sofas, books and magazines. This is called the "Rest" Room. To this little den the young women may retire in case of illness or fatigue. If any young woman falls seriously ill, a sick employee in the department where the sister one works is detailed to take charge of her, and see that she wants for nothing and is properly taken to her home.

In another part of the fourth floor of the Administration Building is located the young women's bath room. It is fitted up with the latest appliances, with tubs and shower baths. Adjoining it is a small linen room, which is not inferior to the bath room in the value of its appointments.

The young women are allowed vacations in the summer at full pay. They are allowed a half day each week under the same conditions. They are provided with white aprons and sleeves, which are laundered and kept in repair at the company's expense.

What would the hungry and overworked

cigarmaker girls say if they were to visit the handsome lunch room at a noon hour and see it filled with contented faces of 300 young women, factory employees like themselves, though so different in condition?

While the company is aware that considerable expense is attached to the privileges which they grant to their women employees, yet at the same time they claim that they are paid fourfold in the energy and good results which are attained in their work. They claim that it is a matter of business policy to treat their employees as human beings instead of beasts.

The privileges accorded the young women are not greatly in excess of those given to the men. Here we see the clerk walking side by side with the mechanic, one as neatly dressed as the other. The male employees in the factory of the National Cash Register Company receive ten hours' pay for nine and one-half hours' work. They come to work at 7 o'clock in the morning and during the hot summer months are given Saturday afternoons off. Located in various portions of the factory are well-appointed shower baths, and the men are allowed twenty minutes on the company's time each week to bathe.

The office men are given a week's vacation each year, on full pay. The men are all paid liberal salaries and wages. They are all loyal and enthusiastic workers, and pay the company back in hard work for what they spend in making them comfortable.

One of the most peculiar features in the methods of the National Cash Register Company are their frequent meetings of employees for the purpose of obtaining complaints and suggestions from them in regard to the conduct of the business.

In the first place, every Friday morning, for about an hour and a half, the officers of the company, the heads and assistant heads of the departments, and the factory foremen and assistant foremen, about 300 strong, meet in the auditorium on the third floor of the Administration Building and talk over matters pertaining to the business. A regular program is arranged for these meetings, and many valuable points and suggestions are received. This meeting is known as the Advance Club, and has been one of the most valuable committees formed by the company.

The organization of the National Cash Register Company is one of the most perfect yet discovered. So noted has it become that the "Dayton Plan," as it is called, has attracted the attention of the shrewdest capitalists throughout the country. In the factory of the company the precept peace, harmony and good will to all has been considered by its owners to be the chief secrets of their success. And their success has been a phenomenal one.

What a blessing it would be if at the climax of a frightful Eastern strike, when men begrimed with powder and smoke, gazing at the ruins of freight cars and property which their own rashness had destroyed, a vision of the peace and harmony which exists in the factory of the National Cash Register Company could be written in the clouds, and thus dispel the tumult caused by the tyranny of hard-hearted monopolists.—H. M. Hyde, in *The New Time*.

The Committee Commended.

THE RECORD is very much pleased with the speech made by Chairman Stout, and the action taken by the Committee, which permits the Erie Railroad Company to erect its bridges in Bloomfield in its own manner, according to modern, up-to-date methods of engineering.

Two weeks ago this paper did the Committee injustice by ridiculing the resolution as a "blank cartridge" and saying there was no apparent intention of interfering with the bridge plans of the company. The speeches of the Railroad Counsel and those of Mr. Stout and Mr. Haskell, and the wise action now taken to rescind, place the whole matter in a different light. This newspaper finds itself now pleasurablely compelled to say of the Township Committee: "Well done, good and faithful servants."

The report of the proceedings of the Committee (which we aim to always give correctly and fully) leave little more to be said in regard to the bridging of streets in Bloomfield. There has been for years constant complaint of those make-shift wooden bridges, without stone abutments, and now that substantial stone-work, without narrowing the streets an inch, is being built in such a way as to protect the sidewalks from "encroachment" by the dirt of the embankment constantly sliding down, the public will bless the company, and find the supports at the curb certainly no worse than the poles of the trolley and other companies that disfigure the streets.

TOWNSHIP COMMITTEE.

The Bridge Difficulty Settled to Mutual Satisfaction.

A special meeting of the Township Committee was held on Monday night. There was a large attendance of interested spectators, including Counsel and Civil Engineers of the Erie Railroad.

The first question taken up was the resolution of the Committee prohibiting iron supports for the bridge crossing Broad Street.

Mr. Allen, Counsel for the Company, addressed the Committee at length. He said in substance that the Erie Railroad officials were very much surprised at the action taken by the Committee at their meeting August 31st. The contract for this bridge was made last May and it is now on the cars at Orchard Street. Perhaps it would be interesting to know that the Railroad Company have a right to the street so long as it does not encroach upon the public rights. This Railroad has never returned \$1 to its owners. For years the Erie Railroad has been in controversy with the Jersey City officials in regard to grade crossings. Work has been begun. The columns to support the bridges will be placed at the curb line, where there is more travel in one hour than there is on Broad Street, Bloomfield, in a week. Why should you ask us to do this, when the Erie have prepared plans to abolish grade crossings at Buffalo, N. Y., showing iron supports placed in the center of the street.

Counsel Allen, continuing, said that the Chief Engineer of the Erie, in all his experience since he was a boy, never had such an objection from any municipality. We ask no favor and we will not interfere with public travel. We will give you nothing unsightly. We want you to pass a resolution rescinding your former action. I want to show you plans for the new station at Walnut street. We want you to meet us half way. The Erie Company are spending \$100,000 which will inure to your benefit.

In conclusion Mr. Allen said that the plan shown to Engineer Olmsted was simply a sketch showing the line of the abutments on Maple Street, when the Company asked permission to remove the maple tree.

Mr. Haskell, chairman of the Legal Committee, arose at the conclusion of Mr. Allen's remarks and said: Since this bridge controversy has been agitated I have consulted with a number of prominent citizens, and they are of the opinion that the action taken by the Committee should be rescinded. He offered the following resolution: (Printed on the next page.)

Chairman Stout called Vice-Chairman Haskell to the chair and said: I believe all our citizens are pleased with the fact that we are to have a well equipped railroad to New York City, and in return the Township Committee are anxious to do all in their power to advance the interests of the Railroad.

The former action by the Committee was taken with the view that the encroachments were not necessary. Since that time I have visited the Erie Railroad officials and had a long conversation with the Chief Engineer. I was convinced that the action taken by the Committee was unwise and should not have been taken. I always try to be well advised, but when I make a mistake I deem it to the interest of the township to say so, particularly when it tends to diversify the interests of the Erie Railroad. The money spent in this enterprise has been spent without reward. The town will be benefited by having a double track. It would not be policy to hamper them in their work. We have another interest with this Company in regard to the depot. After careful consideration the town consented to make necessary improvements for the extension of Beach Street. Essex County and Bloomfield Township will spend three times as much as the Railroad Company will for a depot. I believe that this is the right time and place for it.

The crossing at Spruce Street has been a menace for years. No one would drive over it unless compelled to do so. This impaired the value of property. When this was explained to the Company they agreed to build a bridge. This will be no greater expense than to maintain gates and will be an improvement to the street. I believe we are doing right in passing this resolution. I have given this matter careful consideration and shall heartily vote to rescind former action. The resolution was adopted unanimously.

Clerk Johnson announced eight bids for sewer construction in the Third Ward as follows: P. H. Harrison Sons, Newark; M. J. Callahan, Bloomfield; Donato Fusco & A. L. Taylor, Montclair and Bloomfield; Pat-

rick McShane, Paterson; E. J. Clark, Brooklyn; Antonio Costo, Cone Street, Orange; Oliphant & O'Hanlon, New York City; J. H. McKnight, Hyde Park, Mass.

The bids were referred to the Sewer Committee and the successful bidder will be announced next Monday night. Three of the bids are almost a tie: P. H. Harrison, Fusco & Taylor, and Antonio Costo, with the chances in favor of the former.

Chairman Stout presented an illustrated communication from the residents of Washington Place in regard to the wretched condition of this street. Chas. S. Teall, one of the property owners, was present and said that there was a pile of stone in the roadway about 4 feet high. This condition has prevailed for the past four years. Last year the valuation on my property was increased by the Assessor, for what reason I do not know, when property has depreciated all on account of the street. I have paid \$500 in taxes the last ten years for which the Township has made no just returns. To add to the discomfort of the neighbors we have been left in total darkness. This street is the dividing line between the Township and Borough of Glen Ridge. Mayor Rudd informed one of the Borough residents of the street that they would meet the Township half way to place this street in a passable condition. Sanders Neck and George Sedgwick, residents of Washington Place, were also present. This matter was referred to the Road Committee with power.

The Borough officials will be consulted in regard to this matter.

Mr. Haskell's motion to place curb stone on the north side of Liberty Street, between Park Place and Broad Street, was adopted.

Permission was granted to have the band stand removed and stored for the winter.

Mr. Lawrence offered a resolution that 168 feet of 15 inch pipe be added to the Newark Avenue sewer system.

Mr. Albinston suggested the placing of an arc light on Bloomfield Avenue between Conger and Race Streets and Race and Orange Streets.

Mr. Moore of the Lighting Committee said that he did not think the appropriation would permit an extension of the service.

Clerk Johnson read a communication from L. B. Harrison in regard to the impassable condition of Franklin Street from Berkeley Avenue to Watessing Avenue, where the sewer pipe is being laid.

Mr. Stout said this was a just cause of complaint.

The matter was referred to the Road Committee.

In a communication the Women's Christian Temperance Union endorsed the action of the Committee in trying to decrease the number of saloons in Bloomfield.

Mr. Lawrence introduced five ordinances to change grades of sidewalks as provided by the statute. Each property owner will be notified: North side of Montgomery Avenue owned by the Williamson estate; east side of Broad Street owned by the Peters estate; south side of Washington Street from Bloomfield Avenue to Franklin Street; east side of Franklin Street from Montgomery Avenue to Race Street; west side of Franklin Street from Washington Avenue to Race Street.

Mr. Haskell introduced an ordinance for the grading of Spruce Street from Beach Street to Belleville Avenue.

At 9:50 P. M. the Committee went into executive session.

Another public spirited act for which the Bloomfield Township Committee will be very generally commended, is that they have used their influence upon the Court of Common Pleas and effected a decided increase in the license fee for saloons. Every member signed the petition, which was presented Tuesday, requesting that hotel and saloon license fees be increased from \$150 to \$400. This home protective measure ought to result in materially reducing the number of saloons for which the town has had an unenviable reputation.

If Republican machine politics could be utterly emasculated, eliminated, extirpated now I've got the right word—from the conduct of Bloomfield's municipal affairs, the town would need no better Chairman than Mr. G. Lee Stout. The political boycott against THE RECORD, put in force by the Hon. C. W. Powers some two or three years since is still on; but the editor expects to "live along"—long enough to see many of his political enemies turn up their toes to the daisies. Publishing an independent paper in Bloomfield pays better and better every day.

The State election on the Constitutional amendment prohibiting legislation in favor of race track and other gambling will take place Tuesday, September 28th.

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Made by J. WISS & SONS—blades of finest tempered steel and keen edge. Knives, fork and steel have handsome stag handles. Our regular price for this set is \$1.65. We will offer them to you this week for

\$1.25 The Set. \$1.25 The Set.

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Large or medium sized knives and forks, half dozen of each, hard rubber handles, finest steel blades, made by J. WISS & SONS and that guarantee the quality. \$3.25 set is our regular price for them—that's what they're worth. This week we offer them to you for

\$2.50 The Set. \$2.50 The Set.

With each pair of stag handle carvers sold this week we will present a steel to match, free of charge. You get three pieces for the price of two.

Does your watch need regulating—bring it to us. We will make it accurate and reliable. We will put a keen edge on your shavers and cutlery for a very moderate charge.

Be careful of your child's eyes; are they properly attended to? Mr. T. R. Hilborn, (R. O.) who is in charge of our optical department, is particularly successful with children.

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